

Role Description

Senior Staff Specialist or Staff Specialist (General Surgeon)

Job ad reference:	RD573949		
Location*:	Redcliffe	Unit/Department:	Surgery Surgical Service Line, Redcliffe Hospital
Status:	Permanent part time, 40 hours per fortnight	Classification:	L25-L27 or L18-L24
Salary Range:	As per Appendix 2	Closing Date:	Monday, 22 July 2024
Contact name:	Dr Jimmy Tee	Contact number:	(07) 3883 7213
Online applications:	www.smartjobs.qld.gov.au		

* Please note: there may be a requirement to work at other facilities located across Metro North Health.

**Future recurring vacancies may also be filled through this recruitment process at any location across Metro North Health.

***Applications from third parties will not be accepted.

Purpose of the role

In accordance with the Metro North Hospital and Health Service (MNHHS) values, the role is to provide high quality, cost efficient and effective clinical and non-clinical services to directly or indirectly benefit the patients/clients of the Metro North Hospital and Health Service. This includes research as well as teaching the health professionals of the future. Participation in the on call roster is a mandatory component of the role.

In addition to the key responsibilities listed below, the role of the Senior Medical Officer (Specialist) is to provide such services as may be reasonably directed from time to time by your line manager as outlined on the Organisational Chart, including any intra-departmental duties or portfolios allocated from time to time.

Context and Delegations

- This role reports directly to Director of Surgery for compliance with hospital policy and procedures, for general behaviour and standards, practice and care as per the organisational chart attached.
- This role has a professional reporting line to the Medical Director Surgical Service Line and the Director of Medical Services.

Key Accountabilities

This successful applicant will carry out the following key accountabilities in accordance with the Metro North Health's values:

- **Service:** Provision of elective and emergency General Surgery services to the local catchment. Candidate with Colorectal Surgery experience will be looked favourably upon.
- **On-call:** Participate in on-call rotations to provide 24/7 surgical coverage
- **Team leadership:** Lead the surgical team, which includes anaesthesiologists, surgical nurses, and other healthcare professionals, ensuring that the procedure is conducted safely and efficiently.
- **Multidisciplinary teams:** Collaborate with other healthcare providers, such as oncologists, radiologists, and primary care physicians, to deliver holistic patient care.
- **Referral:** When specialised surgical intervention is needed beyond their scope, they refer patients to appropriate specialists.
- **Professional Development:** Engage in ongoing education to stay current with advances in surgical techniques, medical technologies, and evidence-based practices.
- **Research:** Participate in clinical research to improve surgical outcomes and contribute to the medical community's knowledge.

- **Informed consent:** Ensure that patients understand the surgical procedure, including its risks, benefits, and alternatives, to provide informed consent.
- **Health Advice:** Offer advice on lifestyle changes, wound care, and preventive measures to enhance recovery and prevent future health issues.
- **Growth mindset:** Possess a growth mindset and a passion for advancing their skills and knowledge, who thrives on challenging the status quo and driving progress in surgical care.
- **Design:** Designing and implementing new models of care that enhance the quality and efficiency of healthcare services. This role provides a unique opportunity to lead initiatives that shape the future of patient care.
- Fulfil the accountabilities of this role in accordance with Queensland Health's core values, as outlined above.
- Manage the performance appraisal and development of subordinate staff.
Supervise and teach Junior Medical Staff and Medical Students attached to the Surgical Department.
- Be aware of the terms and conditions of employment for Staff Specialists as per the Senior Medical Officers' and Resident Medical Officers Award – State.
- Participate in Surgical Department clinical audits and clinical meetings.
- Represent the Hospital and Surgical Department on committees as requested by, or with the approval of the Director of Surgery.
- Provide advice, as appropriate, for the planning of Hospital activities.
- Contribute to cost savings in the provision of health care at the Hospital by the efficient utilisation of resources.
- Develop the philosophy of and put into practice the continual improvement of all services received from and provided to patients and staff.
- To comply with Human Resources Management issues, including workplace harassment, workplace health and safety, employment equity and anti-discrimination as applied in the working environment.

Information about your Department

The Department of Surgery is staffed by a total of 5.3 FTE, distributed across a Director, staff surgeons and VMOs, and presently numbers 9 surgeons. Standard General Surgical services for outer metropolitan service are offered include:

- Gastrointestinal surgery for benign and malignant disease
- Breast surgery for benign and malignant disease
- Melanoma and other skin cancer surgery
- Parathyroid and thyroid surgery
- Hernia surgery
- Upper and lower GI endoscopy is also provided
- Acute and Emergency surgery as dictated by clinical need

The junior staff includes:

- One General Surgery Fellow
- Two SET Surgical Trainees
- Six non-accredited PHOs
- Six RMOs

The General Surgical Department at Redcliffe is complemented by related surgical services such as Orthopaedics, Urology, Paediatric Surgery (outreach model), and ENT, and the Hospital has Level 5 Emergency Department and Level 5 ICU with 7 Ventilated beds. General and Thoracic medicine is available in the Hospital, as well as Gastroenterology.

Duties and Portfolios

Within the Department of Surgery there are several portfolios, roles and committee commitments. The key ones are listed below:

- Fortnightly multi-disciplinary Cancer MDT Meeting
- Weekly Registrar Educational Meeting
- Monthly M and M
- Operating Theatre Management Committee
- Clinical Council Meeting
- Endoscopy Services Committee
- Patient Safety committee
- Clinical Communication Committee
- Prevocational Medical Education Committee (PMEC)
- Ambulatory services
- Safety & Quality
- Redcliffe Surgical Quality Research and Education (RedSQuaRE)

After Hours and On-Call Requirements

The Department of Surgery has an on-call roster with a recall requirement of 60 minutes and all Senior Doctors are expected to contribute to the roster which is developed by the Clinical Director or delegate. If requested, on-site accommodation may be provided for call. As per Policy C51 an additional fifth week's leave (above the standard 4 weeks) is provided in compensation for being available on public holidays.

About Metro North Health

Delivering outstanding health services is just one of the ways that we care for our community. Our passion for people is reflected in the way we do our work and live our values every day. We value and nurture our team members so they can provide quality value based care to our patients across our diverse organisation. Our focus on Value Based Healthcare means we expect our staff to deliver the care the patient needs, no more and no less, to achieve the best quality of life for our community. This passion fuels our collaborative culture of innovation and research.

We embrace the diversity of local and greater communities as we provide services to people throughout Queensland, northern New South Wales and the Northern Territory, in all major health specialities including medicine, surgery, mental health, cancer care, trauma, women's and newborn care, and more than 30 sub-specialities. Metro North Health services include rural, regional and tertiary hospitals, and community and oral health services.

Our diverse Health Service provides a wide variety of rewarding career paths across our tertiary/quaternary referral hospitals, secondary hospitals, community health centres, residential and extended care facilities and regional community hospitals. We expect our staff and volunteers to translate our values into action through providing high quality connected care that is relevant, efficient and respectful of our patients' needs and wishes. Our people are passionate about our community and patients, with a focus on putting people first. Come and work where people are at the centre of everything we do and your contribution is truly valued.

Health Equity and Racism



Metro North Health has set out its actions and agreed key performance measures to improve Aboriginal and Torres Strait Islander people's health and wellbeing outcomes.

Racism is a key structural determinant of Aboriginal and Torres Strait Islander people's health inequity. Racism is not always conscious, explicit, or readily visible - often it is systemic. Systemic or institutional racism are forms of racism that are widely and deeply embedded in systems, laws, written or unwritten policies and well-established practices and beliefs that produce, condone, and perpetuate widespread unfair treatment, causing and/or contributing to inherited disadvantage.

It is expected that all Metro North Health staff, including the incumbent of this role as a valuable member of the Metro North workforce, contribute to the health equity agenda and meet the intent of supporting the defined six actions that specifically meet the needs of Aboriginal and Torres Strait Islander people within the National Safety and Quality Health Service Standards (NSQHS), by actively supporting the elimination of racial discrimination and institutional racism; supporting increased access to health care; influencing the social, cultural and economic determinants of health; supporting the delivery of sustainable, culturally safe and responsive health services; and recognise the importance of working with Aboriginal and Torres Strait Islander peoples, communities and organisations to design, deliver, monitor and review the health and support services we provide.

Please visit our website for additional information about Metro North Health. <http://metronorth.health.qld.gov.au/>

Our Vision

Excellent healthcare, working together, strong and healthy communities.

Metro North Health Values and their corresponding Lominger™ competencies:

				
Respect	Teamwork	Compassion	High performance	Integrity
<ul style="list-style-type: none"> • Interpersonal savvy • Manages conflict • Communicates effectively • Balances stakeholders 	<ul style="list-style-type: none"> • Collaborates • Develops talent • Values differences • Builds effective teams 	<ul style="list-style-type: none"> • Customer / patient focus • Demonstrates self-awareness • Manages ambiguity • Being resilient 	<ul style="list-style-type: none"> • Cultivates innovation • Action oriented • Drives results • Drives vision and purpose 	<ul style="list-style-type: none"> • Decision quality • Ensures accountability • Courage • Manages complexity

How you will be assessed

You will be assessed on your ability to demonstrate the following values within the context of the “Key Accountabilities”. The ideal applicant will be able to demonstrate the following:

- **Respect** – demonstrates interpersonal savvy, manages conflict appropriately, communicates effectively and balances the needs of all stakeholders with utmost respect to all people at all times
- **Teamwork** – collaborates effectively, develops talent, values differences and builds effective teams to bring about best use of resources to deliver healthcare services
- **Compassion** – is patient / client focussed, demonstrates self-awareness and the effects of behaviour on others, deals with or manages ambiguity and complexity, demonstrates resilience in the delivery of patient services or support in the delivery of services to patients
- **High Performance** – cultivates innovation, is action oriented, drives results and supports Metro North Health’s vision and purpose to exceed expectations of our patients and stakeholders
- **Integrity** – demonstrates sound decision quality, ensures accountability, demonstrates courage in the face of adversity and works effectively / manages complexity to ensure work output and decisions are ethical and invariably of a high standard.

Mandatory qualifications/professional registration/other requirements

- Ongoing General (and/or a relevant Specialist) registration* with the **Australian Health Practitioner Regulation Agency** as a Medical Practitioner which is supported by
 - A medical degree from a registered tertiary institution acceptable by AHPRA for registration in Australia.
 - For Specialists: Fellowship or membership of the appropriate College or Association within Australia as recognised by the Australian Medical Council (AMC) for the maintenance of Specialist Registration.
 - Non-specialists may be considered where it is not possible to recruit Specialists. Applications may be accepted from non-specialist SMOs who are on a pathway to specialist registration.
- All such Qualifications should be submitted to AHPRA for inclusion on their website in which case, this will provide evidence of qualification. Copies of the required information must also be provided in sufficient time to enable the awarding of Scope of Clinical Practice (SoCP) prior to the commencement date.
- The successful applicant must hold and maintain appropriate Scope of Clinical Practice (SoCP) relevant to the role, awarded by a Metro North Health Credentialing and SoCP delegate.
 - Information presented for this application may be presented to the Credentialing and SoCP Committee.
 - All appointments are subject to maintenance of SoCP.
 - SoCP is further limited by the Clinical Services Capability Framework (CSCF) for the facilities in which clinical work is to be undertaken.
 - This process must be completed prior to commencement.

- **Declaration of outside practice:** Given the extensive nature of the duties for this position, it is incumbent on the Service to understand exactly what other duties you may have. As such, notification of all other medical officer engagements is required, whether as an employee, contractor or business owner, including nature of engagement, location, working times and duration.
- **Disclosure of Serious Disciplinary History:** Under the [Public Sector Act 2022](#), applicants are required to disclose any previous serious disciplinary action taken against them.
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment ([Health Employment Directive No. 01/16](#)):
 - Measles, mumps, rubella (MMR)
 - Varicella (chicken pox)
 - Pertussis (whooping cough)
 - Hepatitis B
 - Tuberculosis

How to apply

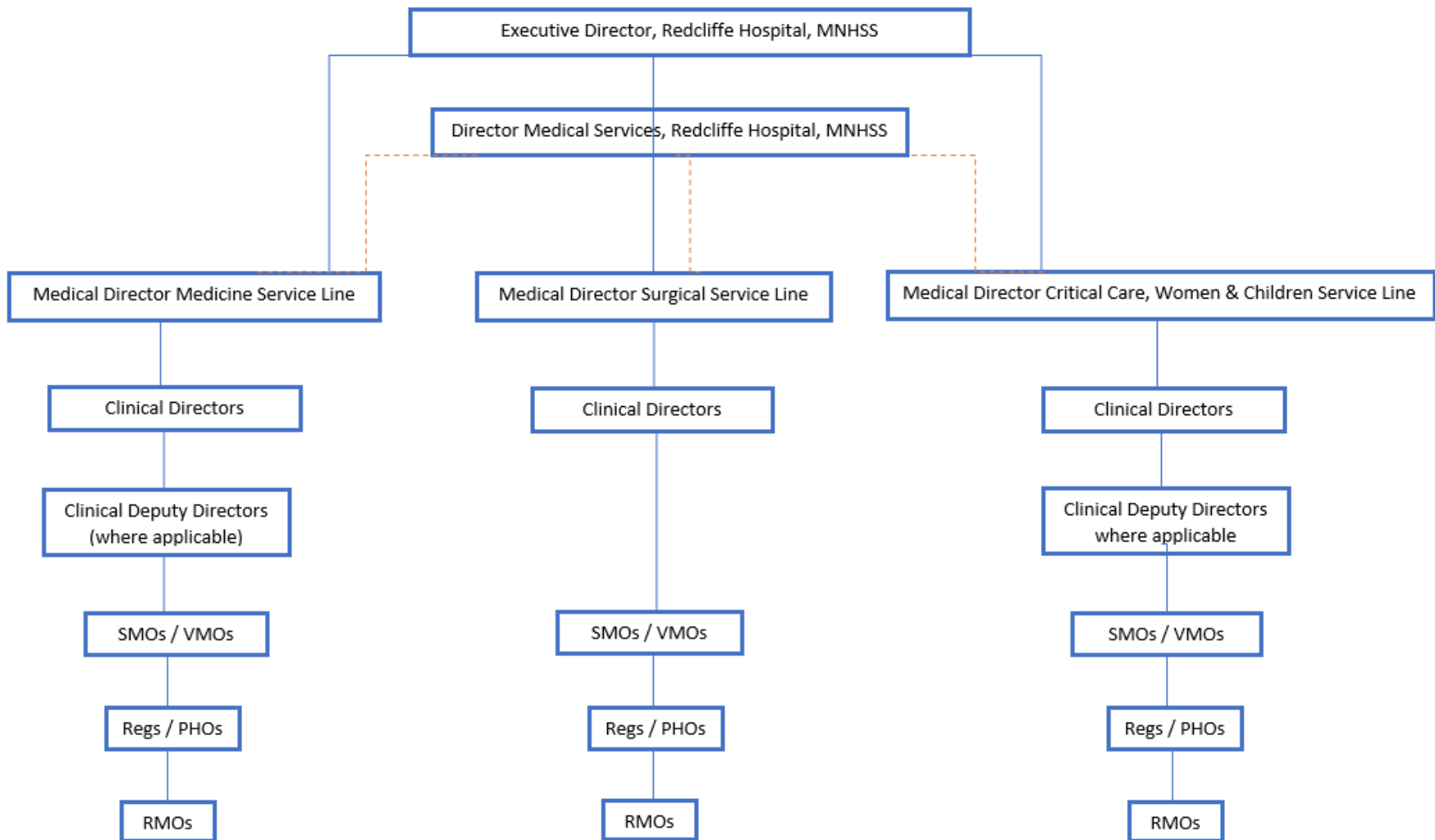
Please provide the following information to the panel to assess your suitability:

1. **A short statement (maximum 2 pages)** - Formulate your response to the dot points listed under “*How you will be Assessed*” within the context of the “*Key Accountabilities*”
2. **Your current CV or Resume, including referees.** You must seek approval prior to nominating a person as a referee. Referees should have thorough knowledge of your work performance and conduct, and it is preferable to include your current/immediate past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your CV or Resume.

Instructions on how to apply

- Submit your application online at www.smartjobs.qld.gov.au by the closing date.
- Please note that hand delivered applications will not be accepted.
- Only those persons eligible to work in Australia may be employed by Metro North Health. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.
- Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.

Team Structure



Diversity and Inclusion

We are committed to providing a diverse and inclusive workplace for our people and our community. We encourage people of all genders, races, ages and abilities to apply for roles within Metro North Health and strive to ensure that our workplace is free from all forms of discrimination and harassment.

As an Equal Employment Opportunity (EEO) employer we ensure that our selection processes and employment decisions are undertaken in a non-discriminatory way and are consistent with the requirements of the Anti-Discrimination Act 1991. If there are any reasons that you may have challenges with the recruitment process, please let us know when we contact you.

Work Health and Safety

We are committed to *Putting People First* to provide better healthcare. This commitment includes a dedicated *People Focussed Safety* culture.

This culture commits to the health, safety and wellbeing of staff, volunteers and other persons, through the provision of a dynamic and comprehensive Health and Safety Management System (HSMS). The HSMS provides for proactive safety initiatives, early injury management practices with a strong focus on a safe and durable return to work.

The provision of a Health and Safety environment within Metro North Health is everyone's responsibility.

Safety and Quality

Relevant to the position, staff participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards 2nd Edition and the Australian Council on Healthcare Standards (ACHS).

Vaccine Preventable Diseases (VPD) Requirements ([Health Employment Directive No. 01/16](#))

It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment:

- Measles
- Mumps
- Rubella
- Varicella (chicken pox)
- Pertussis (whooping cough)
- Hepatitis B

Further vaccinations may be required due to particular risks for a role; examples include:

- Hepatitis A – Workers in regular contact with untreated sewerage
- Q Fever – Research or Laboratory staff regularly handling specimens

All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

Existing staff that are engaged prior to 1 July 2016 are **not subject** to this condition of employment unless they apply for a role with VPD requirements that is with a different Queensland Health entity (i.e. one Health Service to another Health Service, Department of Health (DoH) to a Health Service, or Health Service to DoH).

Additional Information

- Applications will remain current for 12 months or for the duration of the vacancy.
- Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
- Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids must be immunised against Hepatitis B according to the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines.
- Pre-employment screening, including criminal history and discipline history checks, will be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt. Roles providing services to National Disability Insurance Scheme (NDIS) participants require an NDIS worker screening check.
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role.
- Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at:
https://www.forgov.qld.gov.au/_data/assets/pdf_file/0033/185919/lobbyist-disclosure-policy_0.pdf
- Employees who are appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2
<https://www.health.qld.gov.au/system-governance/policies-standards/doh-policy/policy/qh-pol-197.pdf>
- All relevant health professionals, who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.

Appendix 2

Estimated Remuneration Package

The estimated remuneration package for a senior medical officer appointed to this position is detailed in the below table.

SMO Pay Rates as per MOCA6 1 July 2023							
Staff Specialist							
Level	Salary Per Annum	Salary Per Fortnight	Attraction 50%	PDA	MVA	Total Remuneration Excluding super	Total Fortnightly
L18	\$204,206.00	\$7,827.20	\$102,103.00	\$21,500.00	\$21,000.00	\$348,809.00	\$13,369.82
L19	\$209,677.00	\$8,036.90	\$104,838.50	\$21,500.00	\$21,000.00	\$357,015.50	\$13,684.38
L20	\$215,957.00	\$8,277.61	\$107,978.50	\$21,500.00	\$21,000.00	\$366,435.50	\$14,045.44
L21	\$220,614.00	\$8,456.12	\$110,307.00	\$21,500.00	\$21,000.00	\$373,421.00	\$14,313.20
L22	\$226,087.00	\$8,665.90	\$113,043.50	\$21,500.00	\$21,000.00	\$381,630.50	\$14,627.87
L23	\$231,563.00	\$8,875.79	\$115,781.50	\$21,500.00	\$21,000.00	\$389,844.50	\$14,942.71
L24	\$237,196.00	\$9,091.70	\$118,598.00	\$21,500.00	\$21,000.00	\$398,294.00	\$15,266.58
Staff Specialist Senior Status							
L25	\$244,201.00	\$9,360.20	\$122,100.50	\$21,500.00	\$25,500.00	\$413,301.50	\$15,841.81
L26	\$251,608.00	\$9,644.11	\$125,804.00	\$21,500.00	\$25,500.00	\$424,412.00	\$16,267.68
L27	\$258,910.00	\$9,924.00	\$129,455.00	\$21,500.00	\$25,500.00	\$435,365.00	\$16,687.51
Medical Officer no specialist registration							
Level	Salary Per Annum	Salary Per Fortnight	Attraction 35%	PDA	MVA	Total Remuneration Excluding super	Total Fortnightly
L13	\$176,802.00	\$6,776.81	\$61,880.70	\$21,500.00	\$21,000.00	\$281,182.70	\$10,777.71
Medical Officer no specialist registration (5+ years at L13)							
L14	\$182,330.00	\$6,988.69	\$63,815.50	\$21,500.00	\$21,000.00	\$288,645.50	\$11,063.76

Notes:

- PDA = Professional Development Allowance, MVA = Motor Vehicle Allowance, A&R = General Attraction and Retention Allowance.
- Superannuation, On-call payments, Recall/Overtime and Leave Loading are in addition to the above.

Metro North Health Executive Structure

